

SHAREHOLDER ACTIONS: Three Firms Meet Church Requests

UCC corporate responsibility efforts have again produced some breakthroughs, reports Audrey C. Smock, world issues secretary with UC Board for World Ministries and denominational corporate responsibility officer.

National bodies of the UCC, in their roles as stockholders, have negotiated agreements on South African investments and employment practices with three companies since last fall. In addition, agricultural chemical manufacturers in dialogue with churches have adopted a second set of voluntary guidelines to curb misuse of their products in developing countries.

The South African insurance subsidiary of the Cigna Corporation, at UCBWM's urging, will refrain from buying any securities from the Government there when they are originally issued. Cigna will also screen securities being resold to avoid any purchases related to that country's military or defense and to look for bonds that would be of benefit to the whole population there.

UC Board for Homeland Ministries, the UCC's Pension Boards and the United Church Foundation have reached an agreement with Bausch and Lomb, which owns Standard Optical Co. in South Africa, to endorse the Sullivan Principles on desegregation and employment practices in that nation.

As reported earlier, Manufacturers Hanover Trust has provided a written policy statement to UCC bodies agreeing to refrain from loaning money to the Government of South Africa or its agencies until apartheid is ended there.

"The agreements are an example of the accomplishments of an activist shareholder effort," says Dr. Smock, who negotiated for the four denominational bodies. Letters from Dr. Smock and other UCC representatives to corporate officials "made the difference" in the Bausch and Lomb decision, though the letters received no response at first, she reports. And the agreement with Cigna was

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Aid Sought for Clergy Crises

• A minister with a gift for pastoral care but little administrative ability serves a church of small membership. After several years, he begins to wonder if he will ever have an opportunity for any larger challenge. He bears family and friends insinuating that he is a failure and begins to seek relief from his depression in drink.

• A minister from a Black denomination has left to become part of the UCC so he can participate in a pluralistic approach to racial and other social justice issues. But he becomes disillusioned when he finds many people do not understand the meaning of his commitment, and he begins to lose his effectiveness as his anger starts to carry over into his work.

• A woman—who felt called to the ministry, devoted years to preparation and rejoiced when ordination finally came—now can find no congregation willing to accept her as its pastor. She begins to lose her sense of dedication and to look for some job outside the church.

• A pastor who appears successful because he leads a large church and gets named to many places of responsibility in denominational life finds that neglect of his family has brought him to the verge of divorce. He does not know whether he can tell his congregation about the problem or get its agreement for a reallocation of time to meet his family responsibilities.

These are examples of clergy in crisis, the subject of a recent UCC study conducted by a working group established by the 1983 General Synod.

The report from the Clergy in Crisis Working Group cites a need to aid such ministers by providing emergency facilities where clergy and their families can go in times of crisis, giving more assistance for ministers seeking new positions and helping achieve a better understanding between pastors and congregations about their mutual expectations. The group will recommend to GS 15 that a Clergy in Crisis Implementation Team be set up to initiate and coordinate such programs to help pastors in trouble.

Warning against a possible misunder-

standing about the study, Robert Naylor, working group convener and associate with the UCC's Office for Church Life and Leadership, says a principal finding is that most UCC clergy are not in crisis. No evidence indicates that they get into crisis situations any more often than clergy of other denominations or members of other helping professions. "On the whole, the clergy of the UCC are in a healthy condition, and the people feel good about their ministers," he reports.

However, the church feels a special responsibility for the small minority of individual pastors who do fall into difficulties of crisis magnitude, Mr. Naylor explains.

The working group defines "crisis" as a condition that interferes with ministry "to the extent intervention is required." To prevent or overcome such conditions, it offers suggested actions in four categories:

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UCBHM Looks at Economic Issues

Tax policy, the farm crisis and a new grape boycott were discussed at the spring meeting of the board of directors of UC Board for Homeland Ministries in San Francisco. Also a focus of attention were President Reagan's German visit, reorganization of UCBHM and intended staff cuts.

Directors voted to "exert every effort" to fight the Treasury Department's proposal to eliminate charitable tax deductions for non-itemizing taxpayers. At stake is the future of the Charitable Contributions Law, which allows the deductions for all taxpayers. Passed by Congress in 1981 as part of the Economic Recovery Tax Act, it is due to expire at the end of 1986, and the Treasury Department is recommending that Congress not renew it.

"The financial stakes on charitable deductions are enormous," explains Boston tax attorney Richard Harter, president of the Homeland Board.

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CRJ Calls for Sanctuary For South African Refugees

The UCC's Commission for Racial Justice is asking local churches and regional and national bodies of the denomination to "encourage" sanctuary for South African political refugees. The action was voted by CRJ commissioners at their spring meeting and is believed to be the first such call for sanctuary for South Africans taken by any church group.

"The repressive actions of the apartheid Government of South Africa have been well documented," asserts Charles E. Cobb, CRJ executive director. "Any political refugee involuntarily returned to South Africa faces imprisonment and death."

CRJ's resolution was prompted in part by the decision of Lincoln Temple UCC in Washington, DC to offer sanctuary last Easter to a Black South African political refugee. The young man, a former student activist, has petitioned the U.S. Immigration and Naturalization Service three times for political asylum, but his requests have been denied each time, and he is now deemed "deportable" by the INS.

Dr. Cobb says his agency will make available to local churches background information on South Africans fighting deportation. "The denial of political asylum and the deportation policies of the U.S. Government go against what we know as the humane, moral and spiritual values taught in our churches," he contends.

CRJ will ask General Synod 15 to mount an advocacy campaign for the U.S. Government to grant asylum until South Africans can return home "with a reasonable degree of safety."

A list of U.S. stores and chains that are selling goods from South Africa is also being compiled by CRJ.

The staff urge UCC members who see "made in South Africa" labels or Krugger-ands for sale at local retailers to complain to the management and ask at least 10 friends, relatives and other church members to protest as well. Unless the South African items are pulled from the shelves following such objections, CRJ would also like to be sent the name and address of the store carrying them.

The list would be used to help people

target all the stores in their area carrying South African goods for protests and selective buying. CRJ encourages its distribution through local churches and also suggests that area organizations opposing apartheid could publish it as an advertisement in their local papers.

Send names to Judy Richardson at CRJ (Address appears below.).

Cobb to Retire; New Head Sought

In other business, Dr. Cobb announced his retirement, effective Dec. 31 (*United Church News* will carry a feature interview in an upcoming issue.). Meanwhile, a search committee is receiving applications for executive director of CRJ through June 30. Qualifications include communications, pastoral and leadership skills and a demonstrated commitment to racial and social justice. Resumes and recommendations should be sent to Edwin Edmonds, c/o Andrea Gibbs, CRJ, UCC, 105 Madison Ave., New York, NY 10016.

UCBHM

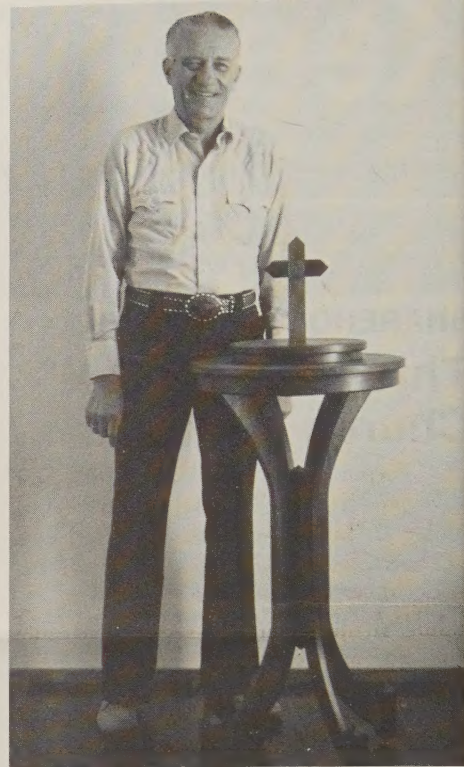
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UCBHM says it will mount an education and action program among its members to make the Charitable Contributions Law permanent. It notes that while tax deductions are not a key incentive for voluntary giving, they do influence the size of the gift.

The board passed a resolution on the farm crisis, deploring the fact that "the current economic crisis threatens the livelihood of tens of thousands of American farm families" and describing the 1985 Federal Farm Bill as "the last chance to preserve the family farm as a basic unit in American agriculture." It affirmed an approach to U.S. farm policy that would stabilize agricultural prices and farm income to make it possible for people who are committed to farming to continue in their profession.

The directors recommended that General Synod 15 vote a churchwide boycott of all non-union California table grapes in support of the United Farm Workers. The proposal claims that staff of the state's Agricultural Relations Board are not enforcing the California Agricultural Labor Relations Act, which grants to farm workers the same rights of collective bargaining as enjoyed by unions.

Church members would be asked to refrain from buying grapes until that board "enforces the law" and "good faith bargaining" results in contracts.



Grant W. Ellingson stands behind baptismal font which he designed and crafted for UCC Congregational Church in Klamath Falls, OR. The 50-year-old walnut for the font comes from a farm in the family of his wife Doris.

The UFW claims that over 8,000 workers have voted for representation by the union and have waited up to eight years for contracts, while over \$30 million in wages remain unpaid because of delays and arbitrary action by the Labor Relations Board.

In other action, directors voiced "dis-may" over President Reagan's planned visit to the Bitburg Cemetery in West Germany. They drew a distinction between German soldiers who were drafted into military service and who acted within the code of wartime ethics and members of the elite S.S.

Directors "approved in principle" the reorganization plan submitted by UCBHM executive vice president C. Shelby Rooks pending reaction to a working statement on mission undergirding it. The statement will be sent to every UCC church and, along with the plan, will be considered further at a special board meeting in Sept.

Inherent in the reorganization are significant changes in staffing. Robert P. Noble, Jr., currently assistant to UCC president Avery D. Post, was elected to a new position of UCBHM secretary for planning and management, effective Sept. 1. In response to a recommendation that 10 staff members not be reelected to their positions, a number came to San Francisco to plead their cases before the board. A fuller report will be forthcoming in the June edition of *United Church News*.

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Antoinette Brown Award to Honor McConnell, DeVries

A seven-week course for youths on how to confront problems of sexuality, especially teenage pregnancy, was so successful that Laodicea UCC in Raleigh, NC—which first offered the course in Jan. and Feb.—repeated it in Apr. and May. The Sat. morning series included an orientation session for parents, and the Jan.-Feb. sessions drew 100 teenagers from 33 churches in two counties. The aim was to help teens say “no” by making assertive responses to societal and peer pressures that encourage involvement in early sexual activities. The project was supported by a Family Thank Offering grant of \$2,500 from UC Board for Homeland Ministries.

The Nebraska Conference is planning its annual summer camps for mentally-retarded adults 16 and older. The sessions each summer at Kamp Kaleo, near Burwell, are staffed mostly by volunteer counselors—ranging in age from the teens to the 60’s—who arrive two days early for intensive training.

CAIM Questions Quotas at Proposed Consultation

An Executive Council proposal for a consultation on Indian ministries has received enthusiastic endorsement from the UCC’s Council for American Indian Ministry, but a protest that Indians would be underrepresented at the consultation.

The EC, at its Mar. meeting, proposed a consultation to “clarify” the mission of the UCC in its work with Indians. Only five of the 16 members would come from CAIM, however. Winifred Boub, chairperson of CAIM’s board of directors, declares, “We cannot participate in such a consultation unless at least 51% of the members are Indian.”

CAIM’s position was put in the form of a motion at its Mar. annual meeting in Minneapolis to be sent to the EC, which will take action at its meeting later this month. Supporting CAIM are Ministers for Racial and Social Justice and the Council for Racial and Ethnic Ministries.

Directors are also concerned about CAIM’s financial health. Most of its budget currently comes from the Neighbors in Need offering. The EC proposal on continued NIN funding “is not clear,” contends Ms. Boub.

In business sessions, CAIM adopted a 1985 budget of \$396,324, down from \$417,119 in 1984. Elected to one-year terms were Ms. Boub, continuing as chairperson; Hampton Andrews of South Dakota as vice chair, and Reba Walker of North Dakota as secretary-treasurer.

CAIM is also looking for a new executive director who would relate Indian UCC concerns to the larger church and would have responsibilities to work with Indian congregations generally and in leadership develop-

ment, urban ministry, justice and youth development. Theological training is required. Experience in program development and administration, knowledge of Indian culture and tradition, and ability to work with Indian and non-Indian people are desired. Preference will be given to qualified American Indian applicants. Salary is \$25,000 (negotiable). Apply by July 15 to CAIM, 122 W. Franklin Ave., Suite 304, Minneapolis, MN 55404.

Beatrice Weaver McConnell, pastor of Trinity Reformed UCC in Columbia, PA, and Gretchen L. DeVries, missionary to Japan since 1967 with UC Board for World Ministries, have been chosen as the 1985 recipients of the Antoinette Brown Award.

The award is presented every other year at General Synod by the UCC’s Coordinating Center for Women in Church and Society. It honors the work of two outstanding women in ministry who are seen as carrying on the tradition of Antoinette Brown, a Congregationalist and the first woman in the U.S. to be ordained.

Ms. McConnell, a resident of Lancaster, was the first woman to graduate from Lancaster Theological Seminary and, in 1948, the first woman to be ordained by the Evangelical and Reformed Church. Her nomination by the Penn Central Conference, where she has served pastorates since that time, points to

her “pioneer work” for women clergy, stating that “she has probably opened more doors of possibility for women clergy in this conference than any other single person.” It also praises her for “the very best in leadership skills.”

Ms. DeVries works in education, administration and community-building at the Asian Rural Institute, a learning center training church and community representatives from Asia and Africa in development. She has also helped create and implement a program for women, who now make up nearly half the students there. Her greatest contribution, according to UCBWM staff who nominated her, “is in providing a context of openness and trust so that people from diverse cultures—all functioning in English, no one’s first language—but living in Japan can be supported in their growth as persons and as leaders for their communities.”

Continuation Urged of Higher Education Act

Reauthorization of the Higher Education Act of 1965 was urged of Congress by the UCC’s Council for Higher Education at its Apr. annual meeting at Dillard University in New Orleans.

Its 46 member schools commit large amounts of their own funds—sometimes more than 20% of total tuition income—“to make it possible for students with heavy financial need to pursue their studies,” the council reported. But “continued full cooperation of the Federal Government” in providing aid is also vital, the UCC-related institutions asserted.

Developed over the last 27 years, the student financial aid programs linked to the act offer grants, work opportunities and loans which, the council notes, “have made it possible for low- and middle-income students to have the opportunity for both access and choice in higher education.”

“The act set policy for higher education,” explains James A. Smith, Jr., coordinator of church-college relations for UC Board for Homeland Ministries. “We are concerned that some of the basic principles long established under Administrations from both parties not be lost in the pressure for budget cuts.” He urges UCC members to contact their Congressional representatives about the legislation.

Elected as chairperson of the council for 1985-1987 was Samuel DuBois Cook, president of Dillard. Philip R. Heckman, president of Doane College, Crete, NE, was named vice chair and Donald A. Morris, president of Olivet College, MI, treasurer.



Martha Smith

A member of the Hill Quilters of First Congregational Church, Woodstock, CT, demonstrates the art of quilting to another church member as part of a program of quilting instruction. The women use quilting as an expression of community life and values.

Toward a Theology of Vacation

By David Lewis Beebe

What do vacations and prayers have in common? Both are almost impossible for people who constantly must be occupied and in control.

Prayer (that is, the substance of prayer, not the form) is in reality the entrance of the soul into its own world. Vacations are, perhaps, capable of becoming the same sort of entrance across the narrow bridge into more abundant life. (Understand, in all that I say, that I am "preaching to the preacher" as well as to the hearers.)

Many of us have been schooled either to believe that all we do must have measurable results or that we "must make every moment count for God." We have difficulty doing what, in answer to a query, the Scottish boy said about what he was doing as he sat on a hillside overlooking the sea: "God has so much to watch over in creation. I'm just helping God watch over this part of it."

We think we must be up and doing. We

often lack faith that things have their own value and weight in the universe, even if nobody ever can measure them. Waiting, as at Pentecost, is sometimes faithfulness.

May we suppose that God ever plays? Look at the prodigality of God's creation. Look at the joy of its variety. Look at the way kittens play and puppies wag their tails. Then remember Loren Eiseley's definition of human beings as creatures with extended childhoods.

To be human is partly to play. That means, as Peguy said, that we could let God run the universe "for the space of one night"—or one afternoon. We could assume, in the midst of all our truly serious errands of justice and mercy, that God will also like us, as healthy creatures, to enjoy being creatures. Evelyn Underhill wrote: "... being, not wanting, having and doing, is the essence of the spiritual life."

Are we able to stop doing? Even to stop talking and to listen? To be aware? That is

central to prayer. It is also central, I think, to enjoying vacation.

Do we always have to measure our lives by our achievements? What about that love which loved us long before ever we achieved anything? It is back at that point that we find ourselves.

Speaking of the world of the soul, Samuel Miller (the late Harvard Divinity School dean) once spoke of the two worlds: "One we come up against and change. The other we come up against and it changes us." That is the world of the soul.

Suppose that you and I (certainly I) are the sort of people who find it difficult to play. What will we do (the question is whimsical/serious) when we get to Heaven and St. Peter tells us it is time to knock off for the eternal weekend?

Dr. Beebe, whose degree is in worship, is pastor of Pilgrim Congregational UCC, Chattanooga, TN. He likes to read, write poetry and hike. He is chaplain of the Scottish Clan Ross Association of the United States and often plays (and prays) at Highland games.

Priorities Report

Family Life

Programs to help give "military singles" a church family have been explored at a couple of places within the UCC. First Congregational UCC in Manhattan, KS has invited soldiers to dinner at members' homes and has had a group of soldiers assist in serving communion before leaving on a tour of duty. John F. Gundlach, a UCC chaplain at a naval air station in Maryland, adds his recommendations that churches invite military personnel stationed nearby to join their singles groups, pay special attention to families separated by military deployment, inform their own service people about the UCC churches closest to where they are stationed and consider an "adoption program" involving persons at area military bases. For more information, contact him at Office of the Chaplain, Naval Air Station, Patuxent River, MD 20670-0409, 301-863-3811.

Chicago's Northside Ecumenical Night Ministry, whose executive director is the UCC's Tom Behrens, joined with several social service agencies to study why youth leave their families and what services are available to them when they hit the streets. The study indicated that Chicago has about 4,000 homeless youth age 17 and younger and that service agencies can offer only 30 beds to the young people—with those beds for emergency situations only. Northside is raising funds to help the youth, with support from the Chicago Metropolitan Association and a number of area UCC churches and people.

Youth/Young Adult Ministries

To help youth develop leadership skills and to create a pool of leaders for coming events, the Penn Central Conference will conduct a "Counselor-in-Training" program this month at Hartman Center, Milroy. The program, for 30 participants who have completed at least grade 10, will provide intensive training in group leadership skills, faith development, self-understanding and camp activities.

What was known as the "Youth Visitors' Program" at previous General Synods will become the "Youth and Young Adult Priority Visitors' Program" at GS 15 this summer in Ames, IA. In addition to participating in regular Synod events, youth and young adults will have time to meet together and share ideas. Also, the division of Christian education of UC Board for Homeland Ministries is developing a program there for Mon., July 1, which has been designated a day to celebrate the gifts of youth and young adults.

Peace

The Peacemaking Team of the Maine Conference is sponsoring a trip to East and West Germany this month. The group will meet with ministers, lay people, church peace groups and ecumenical organizations that are addressing issues of peace and justice. Participants will visit a concentration camp, see a cruise missile site, worship at the annual *Kirchentag* ecumenical celebration and create visual images of peace in the form of banners, drawings and sculpture.

The Penn Central Conference's newsletter recently carried suggestions on how to plan and organize a peace prayer vigil. Included was information on how to announce and publicize a vigil; how to secure participants, including older persons and shut-ins, and what kind of instructions to send them just before the event; how to arrange a worshipful setting, and how to select devotional materials. A sample bulletin, including suggested Bible passages and topics for meditation, also appeared. For copies of the Mar. issue of *Penn Central News*, contact Norman Bucher at the conference, 900 S. Arlington Ave., Rm. 126, Harrisburg, PA 17109, 717-652-1560.

RECOMMENDED

TRANSLATING THE BIBLE, by Harvard Divinity School graduate Barry Hoberman, is an article in the Feb. issue of *The Atlantic*. It provides a comprehensive but easy to read description of efforts to translate scripture into contemporary English. The issue is available for \$2 or \$1 in bulk from *The Atlantic*, Suite 3808, 375 Park Ave., New York, NY 10152.

THE LION ROARS consists of 10 sermons based on the Gospel of Mark, in which UCC pastor Arthur K. Kolsti leads the reader on a tour of the church in the seventh and eighth decades of the first century. With startling insights, the reader is challenged to let Mark illuminate Christians' experiences of daily life. Bibliography identifies some of the best commentaries available on Mark. \$3.95 from C.S.S. Publishing Co., 628 S. Main St., Lima, OH 45804.



During one of the exercises at the recent Spiritual Development Network steering committee, people were divided into trios, with two persons placing their hands on the third and praying silently for that person. At a given signal, a second person and then a third was the object of the prayers.

Two Tax Proposals Are Opposed by EC

Strong opposition to the Reagan tax simplification proposal which would limit deductibility of charitable gifts to the excess over 2% of the itemizing taxpayer's adjusted gross income was expressed by vote of the Executive Council at its spring meeting.

UCC officers were directed to communicate the EC's deep concern to the President of the United States, along with its opposition to another tax proposal which would force clergy to include housing allowances as income for tax purposes unless living in parsonages on church premises.

In a series of other actions, the EC began processing business to come before General Synod 15. Some 36 resolutions were reviewed by the council. Hearings were scheduled for nine of the major issues to come to Synod. Chosen for the hearings were pronouncements on the farm crisis, national toxic waste disposal injustice, divestment of all financial resources from all corporations doing business in South Africa, public education, empowering the laity for ministry and affirmation of the UCC as a "just peace church."

There will also be major hearings and Synod discussion on the proposed ecumenical partnership between the UCC and the Christian Church (Disciples of Christ); consideration of the "Baptism, Eucharist and Ministry" document as part of additional steps toward church union, and discussion on up to three proposed priorities which may be selected from family life, hunger and poverty, peace with justice, and spiritual renewal.

The offering at GS 15 will go as a directed gift to African famine relief.

Spiritual Network to Meet in Fall

The UCC's Spiritual Development Network will sponsor its first national event since its founding from Oct. 11 to 13 at Elmhurst College, IL. Event chair Brad Lutz announced that the theme will be "The Spirit Unfolding: Roots, Practices and Visions."

Keynote speakers include Tilden Edwards, director of the Shalem Institute for Spiritual Formation, Washington, DC, and Barbara Brown Zikmund, dean of Pacific School of Religion, Berkeley, CA. UCC officers and national executives will also be leaders there.

Over 30 workshops dealing with different aspects of spiritual development are planned. For details, write Mr. Lutz at St. John UCC, 117-121 E. Main, Box 118, Schuylkill Haven, PA 17972.

At the Mar. meeting of the network's steering committee, the group's members were urged to pray daily for peace with justice, the UCC and the Spiritual Development Network. The steering committee noted the Executive Council had granted \$110,000 to Office for Church Life and Leadership for a 1987 Family Thank Offering project on "Spiritual Renewal in the UCC."

Spiritual Needs Explored

In assessing spiritual needs in the denomination, Kenneth W. Taylor, Connecticut associate conference minister and a network founder, said: "Lay people often realize the need for spirituality before the pastor does because their personal life reveals their hunger." He also observed that "sometimes we

as clergy become hardened to holy things because managing worship is different from participating in worship."

"Spirituality is hard work. It takes extra time," he believes. "When one takes time to experience God, they have more power than before. We need spirituality to have the power to do the social action projects. When we get close to God, we can see more clearly the need to feed, to clothe, to care for the needy."

"At this time in our present culture, we have forgotten we are a spiritual people," Penny Greer, pastor of Archwood UCC, Cleveland, noted. "We need to adopt a simple discipline to help us focus on this reality."

When questioned about the difference between the Spiritual Development Network and other such UCC groups, David Jamieson, newly-elected Northern California Conference minister, replied: "There are a variety of faithful experiences in the UCC, and we honor all of those, as is typical of our church."

Theology and spirituality "interpenetrate," Mr. Jamieson said, "but I think there is a clear distinction. I see spirituality as one's faith in practice. The experience of praying, meditating, acting on the basis of the depths of one's life is an experience that both shapes one's theology and is shaped by one's theology."

Theology, he believes, "is the intellectual analysis of God, the world and me and our relationship to each other. There is a theology about spirituality which is not spirituality, just as theology about preaching is not preaching."

Charismatics Offer Renewal Programs

Two new programs for parish renewal have been started by the Fellowship of Charismatic Christians in the UCC.

The Acts Alive Program is designed to involve local congregations in spiritual renewal, according to Vernon Stoop, Jr., the fellowship's director of services. A visiting renewal team sent by the fellowship provides leadership for three weekend retreats spaced over a two- to three-year period. Each succeeding weekend session steps up the congregation's commitment to renewal, so that after the third session, members will be able to go out to neighboring churches, Mr. Stoop says.

The first weekend is a time of faith sharing between Acts Alive leaders and members of a local congregation, with an effort to make Jesus a part of individuals' daily living. The second weekend is devoted to six teaching sessions with the following topics: God loves you, God saves you, God offers you new life, opening yourself up to new life, releasing the power of the Spirit in your life and walking in the Spirit. The third weekend divides church members into in-depth outreach sessions on Christian maturity, creative listening

and the use of spiritual gifts for ministry.

Eight teams in Pennsylvania have already been trained for visitation. Churches are asked only to pay transportation and room and board but may also make a voluntary contribution to the fellowship. Additional teams are being trained at workshops in Connecticut, June 14-16, and Ohio, Oct. 18-20.

In the Ekklesia Program, the procedure is reversed. Instead of a team visiting a local congregation, individual church members are encouraged to attend teaching seminars on renewal and then go back home to share their experiences. Pilot programs have been organized by the fellowship at two churches, Cornerstone Christian Fellowship UCC, Post Falls, ID, and Shepherd of the Hills UCC, Bechtelsville, PA.

For more information on both programs, write to the fellowship at Box 12, Sassamansville, PA 19472.

SEND NEWS ideas and queries to KEEPING YOU POSTED, Office of Communication, UCC, 105 Madison Avenue, New York, NY 10016.

New Conversations

Toward Theological Self-Understanding in the United Church of Christ

The United Church of Christ is involved in its most active period of theological and institutional self-appraisal since the Congregational Christian Churches united with the Evangelical and Reformed Church in 1957. In local churches, associations, conferences, seminaries, national boards and agencies, and in the wider ecumenical arena, there is new interest in fundamental questions of the nature of God's action in history and the shape of the Christian church and its mission.

The Spring 1985 issue of *New Conversations* looks at the UCC's struggle for self-understanding through the lenses of four recent statements: the 1983 *Theologians' Appeal* by 39 UCC teachers to the Executive Council; the *Craigville Letter* to members of the United Church of Christ from participants in the 1984 Craigville Colloquy; the 1983 *Dubuque Declaration* of the Biblical Witness Fellowship; the 1985 paper *The Prophet Speaks to Our Times* prepared by Christians for Justice Action. Each statement is reprinted with introductory material and responses to the other groups' positions from each of the groups. The issue also includes a lively telephone roundtable discussion with a representative of each group talking candidly about the statements and their contribution to the United Church of Christ's theological self-understanding.

This issue of *New Conversations* will be of use to pastors, lay readers, and to confirmation and polity classes and is an excellent resource for local church adult education classes.

Single copies of the Spring 1985 issue are available for \$4.00 plus \$1.00 postage and handling.

Coming Up

New Conversations is published by the United Church Board for Homeland Ministries as a journal for the consideration of emerging mission issues facing the United Church of Christ in the United States. The Summer issue of *New Conversations* will present the views of recent United Church of Christ seminary graduates on the future of the church's ministry and mission. The Fall issue will look in detail at the religious and social views of the "baby boom" generation. Subscriptions are available for \$10.00 (three issues). Payment must accompany order.

Yes — I want to join the ongoing conversation about the homeland mission of the United Church of Christ!

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Mail to *New Conversations*, United Church Board for Homeland Ministries, 132 West 31 St., New York, NY 10001.

Spring 1985

New Conversations



**Toward Theological Self-Understanding
in the United Church of Christ**

The Contributors:

Don Armstrong	Frederick Herzog	Donna Schaper
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- For personal and familial help, in addition to emergency facilities, it calls for such resources as access to counseling and denominational assistance in handling tensions related to income, status and conceptions of what true success and failure mean in the church.

- In the occupational area, the study identifies a need for the denomination to help in placement of ministers over 50, women pastors and members of racial and ethnic minority groups. It also urges retraining programs to aid clergy in mid-career and, for those who lack a capacity for effective ministry, to provide ways to "exit the ministry with dignity."

- A separate area defined as "vocational," the working group believes, requires measures such as organized cooperation between seminaries and denominational committees on the ministry. Other suggestions include identifying realistic models for ministry and improving procedures for participation of clergy and congregations in placement.

- The fourth area, called "ecclesiastical," was found to need such steps as "providing significant training time to congregational search committees and to clergy seeking a call." The working group also concluded that leaders of UCC conferences should give ministers pastoral care that goes beyond mere assistance with placement.

These and other activities were proposed by the group to tackle the kinds of recurrent problems that propel some clergy into crisis. Factors precipitating emergencies in the personal category, for example, include substance abuse, limited finances, marital or sexual difficulties and prejudices against one's race, sex, age or sexual preference, the report notes. Under vocational/occupational issues, it identifies such difficulties as confusion about the meaning of ordination, problems in ministerial placement and feelings of inadequacy or isolation. Ecclesiastical crises, the group feels, come from confusion about where concerns for clergy are lodged in the UCC, clergy-lay relationships in "destructive" churches, multiple staff relationships and unclarity about whether the conference should act as pastor to pastors or as placement administrator.

Special Placement Problems Noted

Mr. Naylor explains that although no more UCC clergy come into crisis than those of other denominations, an "apparent tightness" in the placement system may bring added pressures, causing some ministers to feel "trapped and unable to move." If a minister has problems that might be alleviated by getting a new start in another place, he

states, an actual or perceived limit to possibilities for change may push normal tensions to a crisis point.

A more general dilemma exists, Mr. Naylor says, in handling the career expectations that ministers tend to have. For the sake of financial security for their families as well as for their personal sense of challenge and job satisfaction, he reports, a number of clergy assume that they will move on to become pastor of one of the larger churches. But frustration inevitably comes, he reveals, because only about 35% of UCC churches can satisfy such aspirations while some 60% of the clergy want to serve there.

The working group found that a crisis sometimes occurs in a parish because the minister and congregation have different expectations or assumptions about their respective roles, particularly in regard to such questions as how much authority the pastor should exercise and how. Pastors themselves, the study notes, also experience inner uncertainty about the difference between a call to the ordained ministry and to lay ministries.

"We should not try to deal with the crisis problem by clergy and laity each pointing a finger at the other," Mr. Naylor asserts. Troubled ministers need to realize, he feels, that problems with the laity may in some cases come about as a result of problems the minister already has or from actions he or she has taken or neglected to take. Laity likewise need to take an introspective look at how they may be the cause of a crisis situation.

The UCC has resources the minister could draw on for counseling, aid in upgrading skills and resolving conflict, he reports. But sometimes because the resources are unknown and sometimes because of clergy reticence to admit that a minister would need help, the resources have gone unused.

Mr. Naylor notes that the working group lacked comprehensive research for use as a

CHHSM Proposes Action Regarding Terminally-Ill

Citing life as a "gift of God," the Council for Health and Human Service Ministries has called for a major national educational campaign to evaluate the rights of the terminally-ill.

The resolution, adopted recently at the council's annual meeting in Boston and to be submitted to General Synod 15, acknowledges modern medicine's ability to sustain physical life, but asks the question: "When should a person be permitted to die when their disease is terminal and there is little hope for cure or recovery?"

The educational program would be coordinated by CHHSM's health and welfare agencies working with UC Board for Homeland Ministries. An advocacy program to bring about legislation allowing for freedom of choice in determining treatment for the terminally-ill would be undertaken by coun-

data base in the study. But over 350 clergy were surveyed, either personally or in a group setting. Information was also gathered by questionnaires sent to lay people and special interest groups, reports by UCC counselors and chaplains, and other studies.

The study was initiated in response to a resolution on clergy in crisis coming to GS 14 from the Commission for Racial Justice. The Synod asked OCLL to convene the working group, which was subsequently set up with 12 members representing local pastors as well as national bodies of the UCC.

UPCOMING EVENTS

A seminar on justice in South Africa and the Middle East and a meeting of the denomination's charismatics are among coming events available to UCC people.

"Ethics in Action: The Search for Justice in the Middle East and South Africa" will be the topic of a seminar at Stony Point Conference Center, NY, July 8-11. Among participating scholars and theologians are Allan Boesak of South Africa, president of the World Alliance of Reformed Churches, and Benjamin Beit-Hallahmi, founding member of the Israeli Council for Israeli-Palestinian Peace. Cost, including registration, room and board, is \$125. Register by June 15 with Jim Palm, Stony Point Conference Center, Crickettown Rd., Stony Point, NY 10980, 914-786-5674.

The Fellowship of Charismatic Christians in the UCC will hold its annual meeting at St. John's UCC, Massillon, OH, Sept. 27-29. Keynote speakers will be John and Paula Sandford of Coeur d'Alene, ID, who were among the pioneers of the charismatic movement in the UCC. Registration fee is \$10 per person or \$15 per family. Meals will cost extra. Housing will be provided by Massillon church members. Write FCC/UCC, P.O. Box 12, Sassamansville, PA 19472.

cil members and the Office for Church in Society.

The resolution also calls for support of the hospice movement and living wills.

In other action, CHHSM:

- Unanimously accepted the report of the Special Advisory Commission for Health and Welfare and voted to dissolve its own liaison committee.

- Elected as president for a two-year term Richard Ellerbrake, president of Deaconess Hospital, St. Louis, and as vice president for a one-year term Margaret Schultz, administrator of Emmaus Homes, Marthasville, MO.

Two health and welfare leaders were honored with "Executive of the Year" awards: J. Rex Pippin, president of Bensenville Home Society, IL, and Carl A. Zimmerman, president and chief executive officer of Evangelical Hospitals Corporation, Oak Brook, IL.

Shareholder Actions

From page 1

reached shortly after UCBWM filed a shareholder resolution to be presented at the firm's annual meeting this spring. UCBWM withdrew the resolution once the agreement was reached.

The farm chemical standards came out of the Agricultural Chemicals Dialogue Group, comprised of industry, environmental and church representatives, including the UCC. Adopted by the 92-member National Agricultural Chemicals Association recently, they focus on labeling of chemicals for export to the Third World, including what information should be included and the way in which health and safety details should be conveyed.

In fall of 1983, the farm chemical manufacturers voted an earlier set of guidelines on advertising practices in developing nations.

Resolutions Go to Five Companies

The four UCC boards also put shareholder resolutions to a vote at corporate meetings this spring, as they have done regularly since their joint corporate responsibility ministry began in 1971. "We do so, not in the expectation that we'll get a majority of the votes," Dr. Smock notes. Rather, she explains, there are at least three effects that the resolutions can have:

- They focus the company's attention on ethical issues. "There are still corporations, after all these years, that will not believe churches like the UCC and other shareholders are concerned about corporate responsibility issues—unless they receive a shareholder resolution," Dr. Smock observes.

- They communicate effectively to other shareholders and educate them on issues of corporate responsibility.

- They don't have to receive a majority of votes to result in some kind of action by

the company. "If the resolution makes a good showing," Dr. Smock says, "even if it's something like 5% or 8% of the vote, the corporation may not do exactly what is asked, but it may engender some movement in the requested direction."

Apartheid was the issue in resolutions submitted at the meetings of Motorola and Texaco this spring. Filed by UCBWM, PB and UCF, the Motorola resolution asked that the company either take significant steps toward fuller compliance with the Sullivan Principles (which Motorola already has signed) or "dispose of its South African operations." In presenting the resolution at the corporate meeting, Robert Bock, a member of UCBWM's finance and investment committee, noted that Motorola "lacked adequate programs in such key areas as staff training and advancement and community outreach." Complying, he said, "is more than signing one's name to a piece of paper."

The Texaco resolution dealt with principles outlined by Nobel Prize laureate Bishop Desmond Tutu that urge companies to go beyond compliance with workplace condition guidelines to challenge the apartheid structure as it relates to workers. It requested Texaco to "implement and/or increase activity" around the principles or to begin withdrawal of operations from South Africa if the Government there does not get rid of fundamental apartheid laws within two years.

Concerns about military contracts were expressed in resolutions submitted at meetings of Tenneco and Honeywell. Tenneco owns a shipyard in Newport News that produces submarines, aircraft carriers and guided missile cruisers equipped with nuclear weapons. UCBWM's resolution asked the company to establish a committee for reviewing its \$5 million-plus military contracts to determine whether they "will benefit the long-range economic interests of the company and promote the well-being of its employees and

the larger community in which it operates." UCBWM world issues associate Zelle Andrews explained at Tenneco's meeting that "because nuclear weapons are capable of mass destruction, we believe that any company that produces vessels which are equipped with them must think carefully about its responsibility to all the peoples of the earth."

Honeywell was requested "to define and articulate ethical principles which are or will be applied in accepting weapons contracts with the Department of Defense and to explain how such principles are formulated within the company."

Space weapons were the concern of a resolution filed by UCBWM, PB and UCF with Ford Motor Company. Ford has contracts with the Defense Department to do preliminary work connected with the Strategic Defense Initiative, commonly called the "Star Wars" program. The resolution asked Ford to give information to its shareholders within a year on such questions as the value of its contracts for Star Wars research and development, the locations of plants where such weapons are being produced and an accounting of the steps Ford will take to evaluate the implications and consequences of its work on space weapons.

At *Keeping You Posted* press time, the votes on two shareholder resolutions were available. The Tenneco resolution got 7.8% in favor, meaning it may be resubmitted next year. The Honeywell resolution received 4.6% in favor, which means it will not be eligible for resubmission for five years.

JOB OPPORTUNITY

UCC PRESIDENT'S OFFICE is looking for assistant to the president. Substantial and proven administrative skills and familiarity with the UCC are required. Both lay and ordained people are encouraged to apply. Apply by July 15 to Avery D. Post, UCC, 105 Madison Ave., New York, NY 10016.

Peg Winner



Advisor Ken Witma with special visitor to Mt. Sinai Congregational Church, NY, at a workshop for junior high youth on the ministry of clowning. Later in the year, the church will offer an adult Christian education program on "The Celebration of Life and Laughter," looking at what makes people happy.

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